



SECNAV's

Revolution in Business Affairs (RBA)

- Genesis is the Vice President's National Partnership for Reinventing Government
- DON's focus is led by UNSECNAV
 - RBA Board of Directors (UNSECNAV, VCNO & ACMC)
 - Executive Committee (11 standing members)
 - Working Groups



RBA Objectives

- Objective is not just to “save dollars” but to shift behavior
 - Systemic change is what we are seeking
- Create an environment for breakthrough innovations
- Develop customer-oriented, market-pricing systems
- Understand and pursue the future of management
 - Design better decision-making systems
- Leadership is essential



RBA Initiatives



- **The first three reform initiatives (currently underway):**
 - Retention, Recruiting, Training and Assignments
 - Incorporate Commercial Financial Practices
 - Housing Reform
- **Follow on initiatives:**
 - Strategic Infrastructure Plan
 - Incentives for Business Reform
 - Exploit Under Used Infrastructure
 - Application of Technology to Reduce Military Manning Requirements
 - Re-engineering Major Staffs
 - Re-engineer Personnel Support



RBA Approach

- Agree on a business vision
 - Efficient and agile business decisions
 - “Market system” with choices based on “customer” value
- Build a strong information system
 - Focus on ease of access and decision-making
- Encourage risk taking to obtain breakthrough innovations
 - Include people who are receptive to change and uncertainty



RBA Approach (cont'd)

- Create migration paths to the future
 - Be able to save the valuable and change the rest
- Build sustainability and create a legacy in both time and scope
 - Resources, training, communications (inside and outside), business tools, integrated systems
- Create and use “defining” events which allow decision makers to embrace new concepts